

**PROPOSED  
LETTER OF UNDERSTANDING  
Between  
NORTHVILLE FEDERATION of PARAPROFESSIONALS  
And  
NORTHVILLE PUBLIC SCHOOL DISTRICT**

On August 28, 2017, after the Northville Public Schools reached a ratified agreement with the Federation for a two year period, the District entered into a three year collective bargaining agreement with its largest employee group, the NEA.

In light of the duration of the agreement between the NEA and the District, the District and the Federation have agreed to modify and extend the existing agreement (July 1, 2017 - June 30, 2019) through June 30, 2020 on the following terms and conditions:

**Article IX Compensation**

**9.01 Wages**

2017-18:

No change. Existing contract language remains in effect.

2018-19:

Replace existing language with:

All eligible employees will advance one step. Any employees currently at Step 12.5 in 2017-18 will be moved to the Step 13 (top step) and also receive a one-time, 1% off schedule increase that does not add to the employee's base wages. Payment of the 1% off schedule payment will be made in equal lump sum payments with the payroll at or following the end of each semester.

Add language for 2019-20 as follows:

In the event that Board of Education approves a budget for the 2019-2020 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

All eligible employees will advance one step. Any employee already at the top step in 2018-19 will receive a 2% off schedule increase that does not add to the employee's base wages. Payment of the 2% off schedule payment will be made in equal lump sum payments with the payroll at or following the end of each semester.

In the event that the Board of Education approves a budget for the 2019-20 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All eligible employees will advance one half step. Any employee already at the top step in 2018-19 will receive a 1% off schedule increase that does not add to the employee's base wages. Payment of the 1% off schedule payment will be made in equal lump sum payments with the payroll at or following the end of each semester.

In the event that the Board of Education approves a budget for the 2019-20 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2018-19 base wage rate with no increase or movement on the salary scale during 2019-2020 (wage freeze.)

For each year of the agreement: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases if any may be denied eligibility for any increase in base wage rates. Such determination will be made by the chief Human Resources administrator in consultation with the employee's supervisor. Any such denial of eligibility will be made known to the Federation's steward or representative.

## **ARTICLE X - INSURANCE**

Other than the exception detailed below, Article X remains unchanged for the balance of this agreement.

Prior to the respective Open Enrollment periods for the 2019 and 2020 plan years, the District agrees to present multiple plan options for eligible employees to begin January 1<sup>st</sup> of each of those years. The District shall not pay more towards annual medical costs than the hard cap limits Established pursuant to section 3 of the Publicly Funded Health Insurance Contribution Act.

All other terms and conditions of the 2017-2019 contract remain unchanged, as written, and shall be in effect until the June 30, 2020 expiration date. These modifications and extension do not create any precedent, practice, course of dealing, custom or expectation beyond the life of the current collective bargaining agreement, as extended and modified.

This Letter of Understanding will be effective upon ratification by both parties.

Mary K. Boulay  
Northville Public Schools

Date: 3/14/18

Brenda P. Haber  
Northville Fed. of Paraprofessionals

Date: 3/14/18